

**THE RELATIONSHIP BETWEEN REWARD AND TURNOVER INTENTION AMONG  
ACADEMIC STAFF HIGHER LEARNING INSTITUTION  
AT BANDAR PENAWAR, KOTA TINGGI.**

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## **ABSTRACT**

This research investigated the level of extrinsic reward and intrinsic reward among academic staff in higher learning institutions in Bandar Penawar, Kota Tinggi. The relationship between extrinsic reward and intrinsic reward on turnover intention had been identified. Next, the role of job satisfaction and work-family enrichment had also been studied in mediating the relationship between extrinsic reward and intrinsic reward on turnover intention. The research was conducted among the academic staff in higher learning institutions in Bandar Penawar, Kota Tinggi. In this study, the data analysis techniques including means, Pearson's analysis, multiple regression analysis and hierarchical multiple regression analysis. There are four main results in this study. First, the mean score analysis was higher in the level of extrinsic reward compared to the level of intrinsic reward among the academic staff in higher learning institutions in Bandar Penawar, Kota Tinggi. Second, the Pearson's analysis showed that there was a significant and negative relationship between extrinsic reward and turnover intention. Meanwhile, intrinsic reward also had a significant and negative relationship with turnover intention. The multiple regression analysis showed that extrinsic reward had more influence on turnover intention compared to intrinsic reward. Lastly, the hierarchical multiple regressions showed that job satisfaction mediated the relationship between both rewards and turnover intention. In addition, work-family enrichment mediated the relationship between both rewards and turnover intention.

## ABSTRAK

Kajian ini mengkaji tahap ganjaran ekstrinsik dengan intrinsik dalam kalangan pensyarah pengajian tinggi di Bandar Penawar, Kota Tinggi. Hubungan antara ganjaran ekstrinsik dan ganjaran intrinsik keatas kebarangkalian untuk berhenti kerja dikenalpasti. Seterusnya, peranan kepuasan kerja dan pengayaan kerja-keluarga turut dikaji dalam menyederhanakan hubungan antara ganjaran ekstrinsik dan ganjaran intrinsik ke atas kebarangkalian untuk berhenti kerja. Penyelidikan ini dijalankan terhadap pensyarah di institusi pengajian tinggi di Bandar Penawar, Kota Tinggi. Dalam kajian ini, teknik-teknik analisis data yang digunakan meliputi min, analisis Pearson, analisis regresi berganda dan analisis regresi berperingkat. Terdapat empat keputusan utama dalam kajian ini. Pertama, analisis skor min menunjukkan tahap ganjaran ekstrinsik yang lebih tinggi daripada tahap ganjaran intrinsik dalam kalangan pensyarah di institut pengajian tinggi di Bandar Penawar, Kota Tinggi. Kedua, analisis Pearson menunjukkan terdapat hubungan yang signifikan dan negatif antaraganjaran ekstrinsik dan kebarangkalian untuk berhenti kerja. Sementara itu, ganjaran intrinsik juga mempunyai hubungan yang signifikan dan negatif terhadap kebarangkalian untuk berhenti kerja. Analisis regresi berganda menunjukkan ganjaran ekstrinsik mempunyai hubungan yang negatif dengan kebarangkalian untuk berhenti kerja dan ganjaran intrinsik juga mempunyai hubungan yang negatif dengan kebarangkalian untuk berhenti kerja. Akhir sekali, analisis regresi berperingkat menunjukkan sokongan kepuasan kerja menyederhanakan hubungan antara kedua-dua ganjaran dan kebarangkalian untuk berhenti kerja. Di samping itu, pengayaan kerja-keluarga juga turut menyederhanakan hubungan antara kedua-dua ganjaran dan kebarangkalian untuk berhenti kerja.